

CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT

December 13, 2022

Agenda Item: 3.7

Subject: Approval of Salary Schedule Increases for Management (Unrepresented)
Employees Effective July 1, 2022

Background:

District senior leadership and leadership from the Management Association have been discussing ways in which it is in the best interest of both the District and managers to augment the current management salary schedule. Principles framing this discussion include: 1) encouraging highly-qualified candidates to work at the Chabot-Las Positas Community College District, 2) Providing incentives for mobility and movement from other position classifications, 3) Establishing parity of salary schedule step increases to be comparable with represented groups, and 4) Providing salary augmentations and longevity steps to encourage long-term employment within the District.

Fiscal Implications: This action will result in salary schedule adjustments to the Management salary schedule, except for the Executive Director of Economic Development and Contract Education, Vice Chancellors, Presidents, Chief Technology Officer, and Chancellor.

Salary schedule adjustments include:

Year 1: (11% of total Administrative salaries) – Retroactive to July 1, 2022

- Across the board raise of 4%
- Step increases from 3.5% to 5%
- Add Longevity
 - A longevity step increase is granted at the beginning of the fiscal year of employment in the District after continuous service regardless of permanent service group or interim management position, or temporary leave replacement (TLR) faculty position as follows:
 - Upon implementation:
 - 1% if at year 10 or greater, and
 - additional .5% if at year 15 or greater, and
 - additional .5% if at year 20 or greater, and additional .5% if at year 25 or greater
 - cumulative based on current years of service
 - Ongoing: 1% at 10 year, .5% at years 15, 20 and 25

Non-salary increases (not part of the 11%)

- Drop Current Step 1 (Reducing salary schedule from 6 steps to 5 steps)
 - Current Step 2 becomes new Step 1
- Eliminate Range 9 (no incumbents)

Year 2: (4%) - 4% across the board raise

Year 3: (2%) - Effective July 1, 2024, a two percent (2%) across the board salary increase will be provided to all managers. If the statutory COLA is two and a half percent (2.5%) or greater in the fiscal year 2024-25, the parties agree to discuss potential enhancements to the two percent (2%) increase.

Recommended Action:

That the Board of Trustees approve the salary schedule augmentations and adjustments for management employees. Individuals must be employed by the District at the time that the pay increases are actually paid in order to be eligible for any applicable increases.

Approved: Ronald P. Gerhard/Date

_____ APPROVED

_____ DISAPPROVED

_____ TABLED